

(1947) Department.

This SERIES.

G.O. NO. 5372

Dated

19. 11. 47

Passed
PS

[Despatch Abstract.]

Labour - Disputes - Dispute between
the workers & management of Messrs. Pierce
Leslie & Co., Ltd., Mangalore - Reference of
the Industrial Tribunal Committee for
adjudication. - order

GOVERNMENT OF MADRAS;
~~Development~~ - Abstract.

Labour - Disputes - Dispute between the workers and management of Messrs. Pierce Leslie & Co. Ltd., Mangalore - Reference to the Industrial Tribunal, Coimbatore for adjudication - Ordered.

Development Department.
G.O. Ms. No. 5372 Dated the 19th. November 1947.
Read the following:-

From the Commissioner of Labour No. C.4. 7390/47
dated 14-11-1947.

O R D E R:

The Commissioner of Labour has reported that an industrial dispute has arisen between the workers and management of Messrs. Pierce Leslie & Co. Ltd., Mangalore; in respect of certain matters, that the parties to the dispute are unable to arrive at an amicable settlement and recommends that the dispute may be referred for adjudication. The Government accept the recommendation of the Commissioner of Labour and accordingly direct that the dispute be referred to the Industrial Tribunal, Coimbatore, for adjudication under section 10 (1) (c) of the Industrial Disputes Act, 1947. The Industrial Tribunal is requested to hold an enquiry and come to a decision.

2. The following notification will be published in the Fort St. George Gazette:-

NOTIFICATION.

Whereas an industrial dispute has arisen between the workers and management of Messrs. Pierce Leslie & Co. Ltd., Mangalore, in respect of certain matters;

And whereas in the opinion of His Excellency the Governor of Madras it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), His Excellency the Governor of Madras hereby directs that the said industrial dispute be referred for adjudication to the Industrial Tribunal, having its place of sitting at Coimbatore.

3. The Tribunal may in its discretion settle the issues in the light of a preliminary enquiry which it may hold for the purpose and adjudicate on the said industrial dispute.

(By Order of His Excellency the Governor)

K. G. Menon,
Joint Secretary to Government.

To the Industrial Tribunal, Coimbatore.

" " Commissioner of Labour.

" " Superintendent, Government Press for publication of the notification.

" " District Magistrate, South Kanara.

" " Government of India, Ministry of Labour.

" " President, Cashewnut, Cardamom and Coffee Curing Workers' Union, Mangalore.

--2--

To the Manager, Messrs. Pierce Leslie & Co. Ltd., Mangalore.
Copy to the Reporters' Board.

Forwarded/By Order

MVS. 20.11.

Superintendent.

87704 PT
15-9-46

for Secy

MEMORANDUM submitted to the Hon'ble the Minister for Labour, Government of Madras, by the President, Cashew Cardamom and Coffee Curing Workers' Union, Mangalore on demands of the workers of cashew processing factory of M/S Pierce Leslie & Co. Mangalore.

Honoured Sir,

M/12/19

Cashewnut processing industry is one among many industries employing large number of workers mostly women, in Mangalore. Nearly 4000 are employed in the various factories and these include young children and girls of young age. Working conditions are bad and no amenities are granted. Wages are low and the average wage of a worker is between Rs. 10/- and Rs. 12/- per month. This is one of the most sweated industries. Wages have not increased by a single pie during the last four years. Workers of shelling and peeling departments are given piece rate of 10 pies per pound of cashewnut shelled or peeled and weekly earning hardly rises beyond ~~four~~ ~~rupees~~ four rupees even for the best worker. Daily rated workers are paid at the rate of 4 as. for boys, 5 as. for women and 8-10 as. for adult male workers. Dearness allowance is not given to any category of workers except the daily rated who are given 100% while even on percentage basis as per cost of living index which is now 354 points, total earnings should be 3½ times more than what is being granted now. The average monthly earning of an adult male worker at present is about Rs. 25/-. This is the maximum a worker gets inclusive of allowances. Others get far less.

The factory at Jeppoo is owned and managed by the European firm of M/S Pierce Leslie and Company who have been ruthless in suppressing workers movement and refusing to meet the just and reasonable demands of the workers. That during last two years industry has prospered and the owners have made huge profits is not denied. But the Management has refused to concede the demands. The workers Union made several representations. In our letter dated 6-4-'46 we put forward our demands for higher wages etc. and up to-date they have not been granted. The Management refused to meet the Union's representatives to discuss the matter. Though several other cashew factory owners paid bonus, the workers of M/S Pierce Leslie Co. have been refused bonus.

The workers have waited patiently so far and tried all the means at their disposal to get the grievances redressed. The management has turned down all efforts at amicable settlement. On the contrary the owners have started an offensive against the workers. In the month of April they dismissed 9 workers without any reasonable grounds. They forced the workers to do the ~~x~~ scrapping of cashewnut kernels with their finger nails, instead of bamboo instruments as was the practice. This has seriously affected the health of the workers on account of sores under ~~finger-nails~~. This practice was in vogue some ten years ago but later on discontinued on the intervention of the Government after a strike.

Besides this, there is no facility of leave with pay, no security against sickness and no guarantee of getting maternity benefits etc. With a view to secure a living wage a tolerable working condition and security against all eventualities, the workers' Union has put forward the following demands:

(1) Wage rate for peeling and shelling department workers be raised from the present rate of 10 pies per pound to 0-1-6 per pound of cashewnuts shelled or peeled. This wage rate to be brought into immediate effect.

(2) Wage increase by 100% be granted to all ~~the~~ the daily rated workers with immediate effect.

(3) Bonus equivalent to 25% of the ~~x~~ total

5

earning for the official years 1945-46 and 1946-47 be given to all the workers.

(4) Dearness allowance to be granted on percentage basis as per cost of living index for Calicut.

(5) Re-instatement of all the 9 dismissed workers and payment of wages for the period of forced unemployment.

(6) Recognition of the Union.

I on behalf of the Union request your immediate intervention in time to settle the dispute and help the workers to win their demands from the unwilling hands of the European Management. Workers will welcome any move by the Government in the matter. Since the dispute has been pending disposal for more than one and a half years, ~~and~~ the Union has shown exemplary patience against all provocative attempts. I once again request you to impress upon the Management to meet the workers demand, by direct negotiation or through the mediation of the Government.

Soliciting your favourable orders,

I Remain

Yours faithfully,

Mangalore.

Dated 7th Sept. 1947.

D. Shantharam Pai
President.

Pl. mine
m
m/9/w

Ench No. 87764 P I / 47-1 2724 9-w

paraph

51
25/9
me
19.4.47
PS
19.4.47

Referred to the C of L for remarks.

21/9/47

To the C of L
Matters
NA 15-10-47
E.R. I 16/10/47
NR 1-11-47

me
16-10-47
PS
16-10-47

joint
MEMORANDUM SUBMITTED TO HONOURABLE THE MINISTER FOR LABOUR
BY THE PRESIDENT CASHEN CARDAMON AND COFFEE CURING OWNERS'
UNION MANGALORE SOUTH KANARA DISTRICT REGARDING GRIEVANCES
OF WORKERS OF CASHEN PROCESSING FACTORIES.

10.750

Honoured Sir,

It is now more than one year we began making representation to the Government and the factory owners to go into the grievances of the workers and to settle the points of dispute in an amicable manner. The cashew processing industry is one of the biggest in Mangalore employing large number of women. It is also a big source of dollar income for our Province state because the entire produce is exported to America. The present dispute is between the management of M/s Pierce Leslie & Co Ltd., Mangalore and their employees who number about 2500. Because of the hostile attitude of the management, it has not been possible to settle the dispute through direct negotiations. All attempts at settlement have failed. This, coupled with dismissal of nine workers has led to a serious situation and workers are forced to think of a strike.

I am re-iterating the demands for your kind information.

1. The present wage of 10 pice per lb of cashewnuts shelled or peeled be increased to 0-1-6 per lb.
2. Daily rated workers be granted 100% wage increase.
3. D.A. ~~may~~ be given on percentage basis as per cost of living index for Calicut.
4. Bonus equivalent to 25% of total earnings during the year.
5. Re-instatement of the nine dismissed workers.
6. Recognition of the Union.

The situation calls for urgent and immediate intervention of the Government. On behalf of our Union I request that the points ~~may~~ of dispute be referred to an Adjudicator and thus help the workers to gain a living wage.

Thanking you,

Yours faithfully,

Mangas
16-10-47

A. Shankararam B.
President.

*Pl. some
the
28/10/47*

Envt. No. 87764 P.P./W) - 2 828-10-W)

*Referred
Committee to the C of L*

for records the continuation of

Trav. Envt No. 87764 P.P./W) 824-7-W)

27/11/47

24/10/47

*To
24-10-47
13-11-47*

Jo

Good

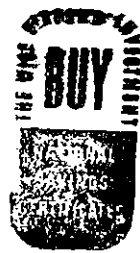


C-3.

11/12/47



31



107123

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

No.

Received here at _____ H. _____ M.

O MA (12/5) MANGALORE KNA 3

37

Joint Secretariat Mangalore District

COMPLETE LIGHTENING STRIKE CASHEW PEIRCE LASLIE FACTORY 1500

AFFECTED DISPUTE OVER WAGES STOP MANAGEMENT NOT RESPONSIVE NEGOTIATIONS IMMEDIATE INTERVENTION NECESSARY -- PRESIDENT CASHEWNUT WORKERS UNION MAIDAN ROAD MANGALORE.

The sequence of entries at the beginning of this telegram (name of telegram, time, number, in, serial number (in the case of a telegram only), name of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

NGIFTAB

810

Dev. Dept

Enst. No. 87764. P.D. / w-3 26.11.1967

114
6/11

Referred to the C of L for
immediate remarks in continuation
of Enst. No. 87764 P.D. / w-1 and 2
of 21.11.67 and 28.11.67

in -
5-11-67
1 PS
5-11-67.

6/11/67

To
The C of L

NR 20.11.67.

President,
THE CASHEW NUT CARDAMOM & COFFEE
CURING WORKERS' UNION.
MAIDAN ROAD, MANGALORE.
REGD. NO. 449.

ಗೇರು ಬೀಜ. ಯಾಲಕ್ಕಿ ಮತ್ತು ಕಾಫಿ
ಕ್ಯೂರಿಂಗ್ ಕೆಲಸಗಾರರ ಸಂಘ.
ಮೈಸೂರು ರೋಡ್, ಮಂಗಳೂರು.
ರಜಿಸ್ಟರ್ಡ್ ನಂಬರ್. 449.

Ref.No.

Date 4 - 10 1935

To,

The Secretary
Development Department,
Government of Madras.
Madras.

PT

SW The strike in the cashew processing factories owned by M/s Pierce Leslie & Co., is continuing from 3rd. onwards. This is sudden strike on account of provocative attitude of the Management. Immediate cause of the strike is non-payment of 2 pice increase per lb of nuts shelled as given in one out three factories of M/s Pierce Leslie & Co. The Management refuse to meet or discuss matters with the Union. Dead lock continues and no agreement is possible. In the two factories 2500 workers mostly women are affected. The demands are same as set forth in our Memorandum dated 15th Oct. and submitted to Honble the Minister for Labour.

I request you to refer this to an dispute to an Industrial Tribunal or to an Adjudicator and thus help the workers to resume work and keep production going.

Soliciting early orders.

Yours faithfully
A. Shanmugam

13

Pl. nine
10/11/47

Der. oppa

Inst. No. 87764 P²/W)- 4 2/10-11-47

Communicated to the C of L
for urgent remarks in continuation
of endorsement No. 87764 P²/4)-1, 2 & 3
by 2.4.9-47, 28.8.47 and 6.11-47. to 8a

me
8.11.47
PS
9.11.47

W(x)(y) Jc(ai)

W/11

To ✓ Put
the C of L
for 20.11.47.

776
C4. 8522/47

SECRETARY TO GOVERNMENT

Office of the Commissioner of Labour,
Chepauk, Madras, Dated 6-11-1947.

From

R.M. Sundaram Esq., O.B.E., I.C.S.,
Commissioner of Labour, Madras.

To

The Joint Secretary to Government,
Development Department, Madras.

RK 109341

Sir,

SUB: Labour - Pierce Leslie cashew factory, Mangalore -
lightning strike.

The cashew Workers Union, Mangalore wired on 3-11-47 stating
that about 1500 workers of the Pierce Leslie cashew factory Mangalore
have gone on a lightning strike. I have asked the Labour Officer
Calicut to look into the matter and to send his report.

87 x 1/4
Jg
H
11/4

V. S. S. S. S.
For Commissioner of Labour.

Await further report till

17 x 1/4

17 x 1/4

12 x 1/4

ALK.

THE CASHEW NUT CARDAMOM & COFFEE
WORKER'S UNION.
MAIDAN ROAD, MANGALORE.

ಗೇರು-ಬೀಜ, ಯಾಲಕ್ಕಿ ಮತ್ತು ಕಾಫಿ
ಕ್ಯಾರಿಂಗ್ ಕೆಲಸಗಾರರ ಸಂಘ.
ಮೈದಾನ್ ರೋಡ್, ಮಂಗಳೂರು.

Ref.No.

Date 9th November 1947.

To

The Hon. Minister for Labour,
Government of Madras,
Madras.

Respected Sir,

In connection with the week-old strike of 2500 cashew processing workers of M/S Pierce Leslie Cashew Processing Factories, Kulshekar and Jeppu, Mangalore, which has already been intimated to you, I beg to submit the following for your kind consideration and immediate action.

(1) The workers, overwhelming majority of whom are women, were groaning under unbearable working conditions and miserably low wages. The maximum wages paid to the daily-rated men workers is Rs.1-2-0 per day; i.e. Rs. 29-4-0 per month. This is inclusive of dearness allowance. The wage paid to women is 0-0-10 per pound of cashewnut peeled or shelled. This means that a woman gets at the most Rs.10, per month. They also are not paid any dearness allowance.

Despite the fact that the concern has earned huge profits during and after the war, workers have not been given any bonus hitherto.

Workers have been agitating for the last two years to secure the following demands.

- (1) 50% wage increment.
- (2) Same percentage of dearness allowance as the percentage of rise in the cost of living index.
- (3) 3 months bonus.

The factory management have persistently refused to concede these demands. More than that, they have been trying to intimidate the workers by dismissing the Union leaders on all and sundry excuses. Recently they dismissed twenty workers which fact had been duly intimated to you and the Labour Commissioner.

The Union has always been trying to come to an

amicable settlement of disputes. But the Factory Management as it is usual with European concerns, were adopting most unhelpful attitude by not recognising the Union. The Union approached you and the Secretary to the Development Department to seek the intervention of the Government and get the dispute referred for Adjudication or to the Industrial Tribunal. The Union was awaiting the arrival of the Labour Commissioner to Mangalore and intervention by the Government by way of referring the dispute for Adjudication or to the Industrial Tribunal.

In the meanwhile the Factory Management sought to disrupt the ranks of the workers and to provoke the forward section by granting an increment of 0-0-2 in one of their factories, namely the Haidan Works. Following this, the workers of the other two factories, namely the Jeppa and Kulshekar factories, demanded similar increment. This was refused. A lightning strike resulted on 1-11-'47 and it has continued up till now.

Even after the strike the Union tried to approach the Management but the Management did not want any settlement. The Labour Conciliation Officer who was here tried to bring about a settlement, but his efforts also failed due to the unhelpful attitude of the Management.

In the meanwhile the Management is trying to intimidate the workers. Two women, Padmayathir and Kunhamma of Kulshekar factory were arrested on 6th night at 9 P.M. and kept in lock-up till next morning though the strike has been going on most peacefully.

In the light of the above facts I, on behalf of the Union, pray that the dispute over wage increment, dearness allowance and bonus as stated above may kindly be referred to Adjudication or to Industrial Tribunal and enable the workers to end the ordeal of Strike without any further delay.

Thanking You,

Respected Sir,

Yours obediently,

A. Shanbharam Pillai
President

Copy to: ✓ The Joint Secretary,
Development Deptt.
Government of Madras
Madras.

48
THE CASHEW NUT CARDAMOM & COFFEE
WORKER'S UNION,
MAIDAN ROAD, MANGALORE.

ಗೆರೆರು ಬೀಜ, ಯಾಲಕ್ಕಿ ಮತ್ತು ಕಾಫಿ
ಕ್ಯಾರಿಂಗ್ ಕೆಲಸಗಾರರ ಸಂಘ.
ಮೈದಾನ್ ರೋಡ್, ಮಂಗಳೂರು.

Ref.No.

Date

194

To As

Ref= As's query on p.13 of

The C of L has sent
an interim report. Please see
p. 11 above. The report on
Encls. on pp 4, 5, and 10 above is
awaited

me
14.11.41

J.S. She
13/11
B Class
Prefix 1

Code

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

110844

90

Recd. at

H.

M.

Sent at

H.

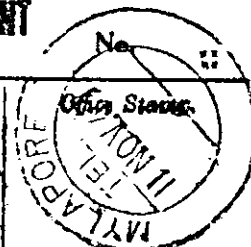
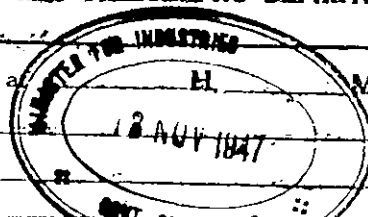
M.

From

To

By

By



Office of Origin

Date

Services Instructions

Words

Mangalore K.A.

Date

11

Services Instructions

Words

TO

Labour Minister

one

X

PT

Mangalore

Serious pray immediate
intervention by Govt.

on iron factory workers

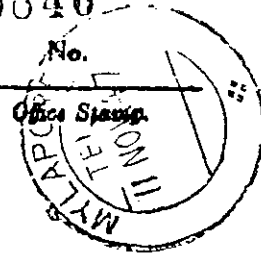
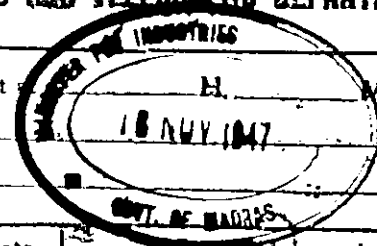
N.B.—The name of the Sender, if telegraphed, should be written after but separated from the text

J.S.
SHE
Class 1
Prefix

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

110846

Recd. at: 19 H. 28 M. Sent: H. M.
From: 19 To: 18 NOV 1947
By: 19 By:



Office of Origin: Mangalore via Date: 18/11/47 Service Instructions: 10/20 Words: 19

TO
Labour union 3/5
Elklands Rd 1/12
= Press immediate intervention on
Edwards Settlement Lasker's office
= Bikkarnakatte factory
weavers

N B.—The name of the Sender, if telegraphed, should be written after, but separated from the text

C-3.

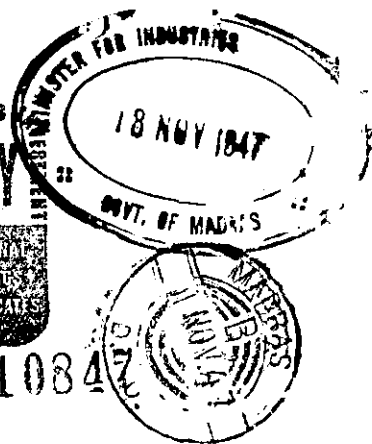


INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

No.



11084



Received here at _____ H. _____ M.

O SI HANGALORE KNA 11 19. LABOUR MINISTER MADRAS =

PIERCELESLE CASHEW STRIKE CONTINUING WORKINGCLASS DETAINED SEE IT

SUCCESSFUL PRAY INTERVENE = WEAVERS DOOMAPPA FACTORY =

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

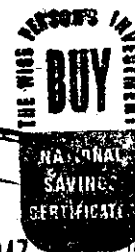
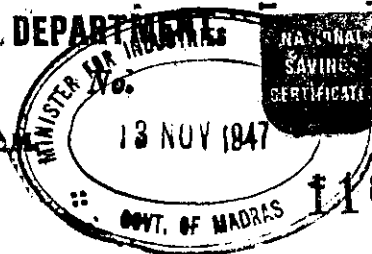
MGIFPAh.—2438—23-10-46—80,200 Bks.

C-3.



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at 11/11 H.



25

ONG MANGALORE KNA 8 20 LABOUR MINISTER MADRAS

TWO WOMEN WORKERS ARRESTED CASHEW STRIKE SPREADING KAT INTERVIEW

REFER ADJUDICATION = SECRETARY TILE WORKERS UNION

The sequence of entries at the beginning of this telegram is—class of telegram, time sent in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

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MGIFPAh.—2438—23-10-46—20,200 Bks.



C.-3.



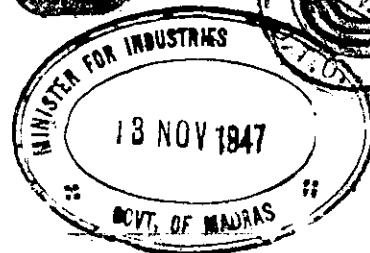
INDIAN POSTS AND TELEGRAPHS' DEPARTMENT.

Received here at 17 H. 3 M.

No. 990



110850



O OI MANGALORE KNA 11-16 LABOUR MINISTER MADRAS

CASHEW WORKERS STRIKE TENTH DAY INTERVENTION NECESSARY REFER

ADJUDICATION = BOLAR NEEDI WORKERS

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

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MGIFPAh.—2438—23-10-46—80,200 Bks.

C.-3.

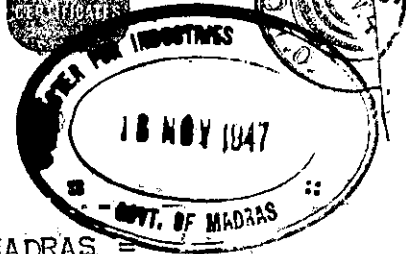
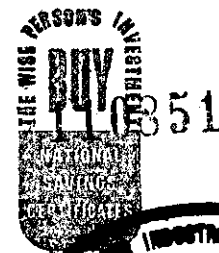


INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Received here at 9.30 H. 12/11 M.

No.

1214



SH MANGALORE KNA 11 18 LABOUR MINERVA MADRAS =

CASHEW STRIKE CONTINUING FURTHER DETRIMENTAL NATIONAL INTERESTS

PRAY REFER ADJUDICATION = WEAVERS MACHADO FACTORY

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—2438—23-10-46—50,200 Bks.



C-3.



INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

No.

Received here at _____ H. _____ M.



111541



*L.S.
Dev.
H.S. 9/11/47*

P.T.

ONE MANGALORE KHA 6 14 LABOUR MINISTER MADRAS

PRAY REFER CASHEW DISPUTE ADJUDICATION

GANESH FACTORY BEEDIE WORKS

Dev. Dept

To R
The main file is
with Circulation. The
make has been referred
to C.L. for remarks
May be filed
he
19-11-47

The sequence of entries at the beginning of this telegram is—class of telegram, time when sent, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MGIFPAh.—2438—23-10-46—80,200 Bks.

H.M. (9nd.)

C-3.

14/11/15



MS. 14



21A0

33

00538

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Received here at _____ H. _____ M.

No.

14/11/15

NH Mangalore Kna 13

Minister public health Madras

herceleshe cashew strike
fourteenth day labour minister
silent 2500 affected pray intervene
Shantharam

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

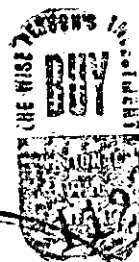
This form must accompany any enquiry respecting this telegram.

NGI/PFAh.—2438—23.10.46—59,200 Bks.

C-3.



1237

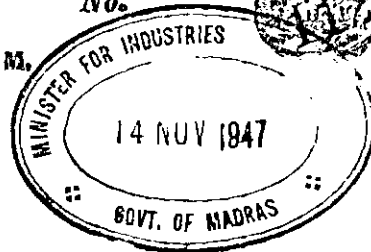


INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

No.

Received here at _____

H. _____ M.



O HF MANGALORE KNA 13 21 LABOUR MINISTER MADRAS =

ELAY SETTLING CASHEW STRIKE DEPRECATED 3000 AFFECTED PRAY INTERVENE

IMMEDIATELY = P V S ATTAVAR DEEDI WORKERS

The sequence of entries at the beginning of this telegram is—Class of telegram, time handled in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

MOIFPAh.—243S—23-10-46—80,300 Bks.

Office of the Commissioner of Labour,
Chepauk, MADRAS, dated 14-11-47.

111630

R.M. Sundaram, Esqr. O.B.E., I.C.S.,
Commissioner of Labour, Madras.

The Joint Secretary to Government,
Development Department, Fort St.George, M a d r a s.

Sir,

Sub:- LABOUR - Dispute between the workers and the management of Messrs Pierce Leslie & Co. Ltd. Mangalore - Cashew Factories.

Ref:- Government Endorsement No. 87764 PI/47-1, 2, 3 & 4
dated 24-9-47, 28-10-47, 6-11-47 and 10-11-47, *for*
and my letter No. CI 8522/47 dated 6-11-47.

About 2500 Cashew Workers of Messrs. Peirce Leslie & Co. Ltd., Mangalore, went on a lightning strike on 3-11-47 on account of the refusal of the management to increase the wages. The workers involved were mostly women. Their main demands are:-

- 1) Increased wages for peeling and shelling department workers.
- 2) Bonus equivalent to 25% of the earnings for the official years 1945-1946 and 1946-1947.
- 3) 100% increase in wages to all the daily rated workers.
- 4) Dearness allowance on percentage basis,
- 5) Reinstatement of 9 discharged workers, and
- 6) Recognition of the union.

contd.

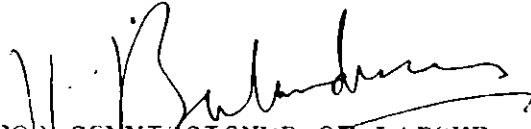
15
19/1/4

-2-

Their other demands are, leave facilities, provident fund, gratuity etc. The Labour Officer, Calicut visited Mangalore and tried to bring about a settlement of the dispute. He reports that the management are not prepared to negotiate with the union and that on account of their stubborn attitude, they have rendered the situation very difficult for settlement. He, therefore, recommends that the dispute may be referred to the Industrial Tribunal at Coimbatore for adjudication.

I agree with the Labour Officer, Calicut, and request that the Government may be pleased to refer the dispute immediately to the Industrial Tribunal at Coimbatore for adjudication.

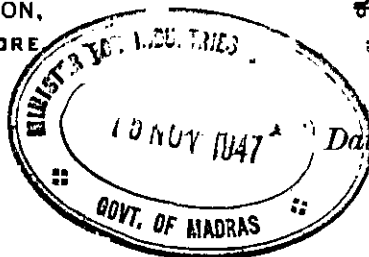
P.K./14-11


FOR COMMISSIONER OF LABOUR.

Gen. Dept.
Draft order is submitted for approval.
H.M. (Industries) has asked for a report on p. 2, above.
The C.C. has not called for prohibition
of ten hours. Perhaps, it may be done later
if necessary.
H.M. (Industries) 18/1/4 J.S. 19/1/4

12
19/1/4

THE CASHEW NUT CARDAMOM & COFFEE
CURING WORKER'S UNION,
MALDAN ROAD, MANGALORE
REGD. NO. 449.



39
ಗೇರು ಬೀಜ, ಯಾಲಕ್ಕಿ ಮತ್ತು ಕಾಫಿ
ಕ್ಯಾರಿಂಗ್ ಕೆಲಸಗಾರರ ಸಂಘ
ಮೈಸೂರು ರೋಡ್, ಮಂಗಳೂರು
ತೆರಿಕೆ ಸಂಖ್ಯೆ 449.

Ref. No.

Seen by Hon
27/9/47

Date 13th Nov. 1947.

To Honourable the Minister of Labour,

Government of Madras

Madras

113495

10.11.47

Honoured Sir

I have to bring to your kind notice
that the ^{workers} ~~strike~~ of Cashew processing factory ~~workers~~
of M/s Pierce Leslie & Co. Ltd., are on strike for the
past 14 days. We were under the impression that
the policy of the Government is to settle trade
disputes by way of arbitration or adjudication.
With this in view we ~~made~~ ^{made} several representation to
the Govt. to refer the dispute to an Adjudicator. Our
representatives met the Minister and Commissioner
on 15.10.47 and submitted a memorandum. The
Commissioner of Labour promised to visit Mangalore
during the first week of November. He did not come.
After the strike we have been daily requesting that
the dispute be referred to an Adjudicator. Now if we
are to strike work for such a long time even to
get Adjudication we have only to ~~refer~~ infer that Govt.
has no machinery to settle trade disputes early
and in a satisfactory ~~manner~~ manner.
We also fail to understand the silence

40

- 2 -

on the part of Government. Not a single communication from the Union has been replied

The Management is European and they are most uncompromising because they are confident that with the help of police they can ~~con~~ defeat the workers. And if the workers resist their strike breaking activities, the Govt. will call it violence on the part of workers' Union

Lastly, I request you Sir. not to delay this matter any further and kindly settle the dispute and help the workers who are mostly women to earn a decent living wage.

Soliciting early favourable orders.

Yours respectfully
A. Shantharam Pillai
President

Pl. time
at once
the 19-11-47

- Ronio

DRAFT FOR APPROVAL,

C.F. 18,

Dev. Dept.

Initials.

SUBJECT:—

When received for
fair copying ...

When copied ..

When examined..

When signed ..

When despatched.

Labour - Disputes - Dispute between
the workers and management of Messrs
Pierce Leslie & Co. Ltd., Mangalore,
Reference to the Industrial Tribunal
Coimbatore ^{for adjudication -} Ordered.

READ AGAIN _____, dated _____ 19 _____

" " _____ " _____ 19 _____

READ ALSO:—

No. 87764-PI/42 from the C.L. _____, No. C4.7390/47 dated 14-11-47

" " _____ " " _____ 19 _____

" " _____ " " _____ 19 _____

Order Ms No. 5372, dated 19-11-1947

~~XXXXXXXXXX~~

The C.L. has reported that an industrial dispute has arisen between the workers and management of Messrs. Pierce Leslie & Co. Ltd., Mangalore, in respect of certain matters, that the parties to the dispute are unable to arrive at an amicable settlement and ~~XXXXXXXXXX~~ recommends that the dispute may be referred for adjudication. The Govt. accept the recommendation of the C.L. and accordingly direct that the dispute be referred to the Industrial Tribunal, Coimbatore, for adjudication under section 10 (1) (c) of the Industrial Disputes Act, 1947. The Industrial Tribunal is requested to hold an enquiry and come to a decision.

2. The following notification will be published in the Fort St. George Gazette:—

Notification.

Whereas an industrial dispute has arisen between the workers and management of ~~XXX~~ Messrs. Pierce Leslie & Co. Ltd., Mangalore, in respect of

~~Certain matters:~~

~~And whereas in the opinion of His Excellency the Governor of Madras it is necessary to refer the said industrial dispute for adjudication;~~

Now, therefore, in exercise of the powers conferred by section 10 (1) (c) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), His Excellency the Governor of Madras hereby directs that the said industrial dispute be referred for adjudication to the Industrial Tribunal, having its place of sitting at Coimbatore.

3. The Tribunal may in its discretion settle the issues in the light of a preliminary enquiry which it may hold for the purpose and adjudicate on the said industrial dispute.

PS
17.11.47

18/11/47

19/11

To the Industrial Tribunal,
Coimbatore.
" C.L.
" S.G.P. for publication of the
notification. (for 20/11/47)
" District Magistrate,
South Kanara.
" Govt. of India,
Ministry of Labour.
" President, Cashewnut,
Cardamom and Coffee
Curing Workers' Union
Mangalore.
" Manager, Messrs.
Pierce Leslie & Co.
Ltd., Mangalore.

Recd

20/11

Reporters Board.

No.C.4-7390/47

Office of the Commissioner of Labour,
Chepauk, Madras, dated 17-11-47.

From: R.M.Sundaram Esq., O.B.E., I.C.S.,
Commissioner of Labour, Madras.

To: The Joint Secretary to Government,
Development Department, Madras.

Sir,

Sub: Labour - Dispute between the workers and the management
of Messrs Peirce Leslie & Co.Ltd., Mangalore - Cashew
Factories - Resumption of work.

Ref: My letter No.C.4.7390/47, dated 14-11-47.

The President of the Cashewnut Cardamom and Coffee workers' Union, Mangalore has sent a wire today (17-11-47) stating that the workers resumed work on 17-11-47.

vml/18.11.

For Commissioner of Labour.

PEIRCE, LESLIE & CO., LTD.

INCORPORATED IN ENGLAND

TELEGRAPHIC ADDRESS: PEIRCE.

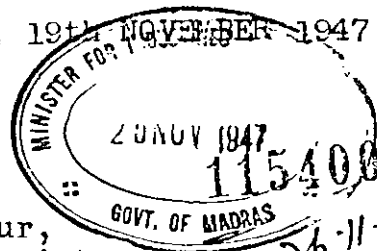
Post Box No.9,

JKK/KVS.

MANGALORE, 19th NOVEMBER 1947.

REGISTERED.

The Hon'ble Dr. T.S.S. Rajan,
Minister in Charge of Labour,
The Secretariat,
Fort St. George,
M A D R A S.



S i r,

STRIKE IN CASHEW FACTORIES.
MANGALORE.

x/p 3-5 below
We beg to hand you herewith a copy of our letter of today to the Commissioner of Labour, Madras, who has recommended to Government that the recent strike in our Mangalore Cashew Factories should be submitted to Adjudication.

The Commissioner of Labour seems to have received misleading information and to be under the impression that we have been preventing our labour from returning to work in our Factories. As the matter may now be receiving the attention of Government we feel it is necessary that ~~any~~ wrong impression should be immediately removed - and we have therefore ventured to trouble you direct with a copy of our letter in which we have explained the facts to the Commissioner of Labour.

If you no longer hold the portfolio for Labour, we shall be much obliged if you will pass this letter on to your successor - so that there may be no delay in receipt of correct information in the right quarter.

We have the honour to be,

S i r,

Your obedient servants,

Per D. A. PEIRCE, LESLIE & CO., LTD.

Encl:-1.

W. S. S. Rajan

Dev. Dept

J. D.

The matter has already
been referred for adjudication:

May be added to
Connected papers

the
27-11-47
PC
2-12-47

8/12/47

Post Box No. 9,
Mangalore, 19th November 1947.

REGISTERED.

The Commissioner of Labour,
Chennai,
Madras.

Sir,

STRIKE IN CASHEW WORKS.
MANGALORE.

In handing you herewith 8 Form "C" Termination Reports we beg to record certain aspects of this strike, in order to remove any possible misapprehension of the facts.

In your telegram to us of the 14th instant, in which you informed us that the dispute had been recommended for Adjudication, you added the words "allow workers resume work". This addition leads us to fear that we have been misrepresented as not allowing our workers to return. During the recent strike and for some time before we have been subjected to untrue and damaging publications by the Communists who control the so-called "Cashewnut, Cardamom and Coffee Curing Workers' Union".

The position is that during the recent strike our labourers were aware that they were at liberty to return to work at any time, without "victimization". Our impression is that the majority of those who absented themselves were prevented, against their will, by Communists from returning to work.

Of our three Cashew Factories in Mangalore, one (Maidan) did not take part in the strike, and another (Kulshakar) was only partially affected and the bulk of the labourers at Kulshakar had returned to work before the strike was called off. The third Factory (Jeppo) was the one chiefly affected- and here the labourers had been gradually returning to work in small numbers.

We also beg to record that the strike was a lightening one- without prior notice- and therefore presumably illegal.

It is likely that all our Cashew Works will shortly close down owing to lack of raw Cashew Nuts. In case this closing down is misconstrued as a Lock Out, we beg to bring it to your notice that Cashews are a seasonal crop and that such closing down would merely mark the end of the season.

presumably

As this subject is now receiving the attention of the Government of Madras, we are taking the liberty of sending a copy of this letter to the Minister of Labour, direct, so that he may be aware, without delay, of the correct facts.

We have the honour to be,

Sir,

Your most obedient servants,

Per Pro. PEIRCE, LESLIE & CO., LTD.

Encls:

Copy to:-

The Hon'ble Dr. P. S. S. Rajan, ✓
Minister in Charge of Labour,
Secretariat, Fort St. George,
Madras.

* The Labour Conciliation Officer,
Calicut.

* The Inspector of Factories,
XXII Circle,
Bangalore.

CT. WJ. AM. ADB.

Per Pro. PEIRCE, LESLIE & CO., LTD.

P. C. Chatterjee

THE CASHEW NUT CARDAMOM & COFFEE
WORKERS' UNION,
MAIDAN ROAD, MANGALORE.

51
ಗೇರು ಬೀಜ, ಯಾಲಕ್ಕಿ ಮತ್ತು ಕಾಫಿ
ಕ್ಯೂರಿಂಗ್ ಕೆಲಸಗಾರರ ಸಂಘ.
ಮೈಸೂರು ರೋಡ್, ಮಂಗಳೂರು.

Ref.No. A4/47

Date 2nd Dec. 1947

To

The Joint Secretary,
Development Department,
Government of Madras,
Madras.

120043

Respected Sir,

The dispute between the workers and the Management having been referred to the Industrial Tribunal, the workers of the two cashew processing factories of M/s Pierce Leslie Co Ltd., Mangalore, resumed work on 17-11-47. Within a week of resumption of work the Management put up a notice to the effect that the factory will remain closed from 28-11-47. The shelling, peeling, grading and roasting departments remain closed and nearly 2400 workers are idle. No valid reasons have been given and the exact period of closure not specified. The workers have not been told when they should come back for work. Daily rated employees who normally find work if shelling and other departments are closed, have also been refused work. At the same time black-leg labour is given employment.

The Union is of the opinion that this is an attempt to foil the Adjudication proceedings and prevent workers from putting up their case properly in the Industrial Court.

I request you Sir, to order immediate reopening of all the departments in these factories and restore normal working condition which alone will help the workers to properly represent their case.

Soliciting early favourable orders.

Yours respectfully,

A. Shantharam Pai
President.

57/ Plum 12/12/17
Endorsement No. 120043 PP/17-1 12/12/17

Referred to the C of L

for remarks.

12/12/17

12/12/17
P.S.
12.12.17

To the C of L

N.R. 25-12-17

E-R-I 28/12/17
NR 15-1-18
PS
12-6-18

~~NR 17-6-18~~
~~NR 25-1-18~~
12/12/17

~~12/12/17~~
~~12/12/17~~
~~12/12/17~~

C.11. 7390/27

Office of the Commissioner of
Labour Chebunk, Madras, dated 26-1-48.

From

R.M. Sundarām Esqr., O.B.E., I.C.S.,
Commissioner of Labour,
MADRAS.

To

The Joint Secretary to Government,
Development Department,
MADRAS.

Sir,

SUBJECT:- Labour-Dispute between the workers and the
management of Messrs. Peirce Leslie and Co., Ltd.,
Mangalore.

1. Above:- Ref:- Government endt. No.120043-PI/47-1 dated
15-12-47.

The Labour Officer, Calicut, reports that the management
of Messrs. Peirce Leslie and Co., Ltd., Mangalore, could not
give work to all the workers for want of sufficient materials
that this step is no victimization but only a temporary ar-
rangement and that the workers' representatives have been
informed accordingly.

alk:27:1

For Commissioner of Labour.

May be lodged

27.1.48
30/1/48

Pl. time
dr 3.2.48

77
4/2

53
Dev. Dept

OM No. 120043 PZ/47-2 273-2-48.

Sub: Labor - Dispute between the workmen & management of M/s P. Sree Latha & Co., Ltd. Mangalore.
Victimization of workmen.

P. 34

Ref: From the C of L C. 11. 739/47
of 28.1.48

The attention of the C.L. is invited to Sec. 33 of the Industrial Disputes Act, 1947, according to which the management cannot discharge, dismiss or punish any workman during the pendency of adjudication proceedings except with the express permission in writing of the Tribunal. The C of L is requested to direct the management of M/s

Peirce Lohie & Co., Mangalore, to take
back all the discharged workers and
try to re-employ them, if need be,
with the permission of the Industrial
Tribunal, Coimbatore.

me
2.2.48
P.S.
2.2.48

S
3/2/68 S. J.
M

To The ^{Head} of the
copy to the Industrial
Tribunal, Coimbatore.